

**STATEMENT OF BUDGET IMPACT**  
**(Policy Number 94-45)**  
**Budgetary Review of Proposed Resolution &**  
**Ordinances with Financial Implication.**

**Date:** December 7, 2015

**File:** BIS 16 – 061

**File:** TMP-2015-00597

**Proposed Legislation:**

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF HOLLYWOOD, FLORIDA, APPROVING AND AUTHORIZING THE APPROPRIATE CITY OFFICIALS TO EXECUTE THE ATTACHED MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 2423, GENERAL EMPLOYEES BARGAINING UNIT ("AFSCME"), AMENDING THE TERMS OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY AND AFSCME TO INCREASE THE CITY'S CONTRIBUTION TO EACH BARGAINING UNIT EMPLOYEE'S FLEXIBLE SPENDING ACCOUNT.

**Statement of Budget Impact:**

1. ☐ No Budget Impact associated with this action;
2. ☒ Sufficient budgetary resources identified/available;
3. ☐ Budgetary resources not identified/unavailable;
4. ☐ Potential Revenue is possible with this action;
5. ☒ Will not increase the cost of Housing;
6. ☐ May increase the cost of Housing; (CDAB review required)

**Explanation:**

This Resolution seeks to approve and authorize the appropriate City Officials to enter into and execute a Memorandum of Understanding, "MOU", between the City and the American Federation of State, County and Municipal Employees, "AFSCME", Local 2423, General Employees Bargaining Unit amending the terms of the Collective Bargaining Agreement, "CBA", between the City and AFSCME to increase the City's contribution to the individual general employee's flexible spending account, "FSA". The current CBA between the City and the General Employee's Bargaining Unit of AFSCME, Local 2423 runs from October 1, 2013 through September 30, 2015. The City and AFSCME have agreed to amend Article 24 Section 2 of the CBA so that the

City's annual contribution to the FSA for the individual general employee is increased from \$200 to \$300 for a general employee and an employee who is not otherwise covered by the City's health insurance plan; from \$300 to \$400 for the employee plus one dependent coverage; and from \$500 to \$700 for the employee plus two or more dependents coverage effective January 1, 2016. Furthermore, while the annual FSA program is typically a "use it or lose it" annual program, the City has agreed to permit the "carry over" of the unused annual FSA amount under this MOU in the event the IAFF/Fire or PBA/Police collective bargaining agreements contain a provision permitting a "carry over" of the unused annual FSA amount for a City employee covered under the IAFF or PBA collective bargaining agreements.

Sufficient funding has been provided in the adopted FY 2016 Operating Budget for the additional costs to be incurred due to the provisions of the MOU adjusting the City's annual contribution to an employee's FSA in FY 2016.

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